THE THIRD READING

The Common Cause

OF HUMANITY.

The Organ of the National Union of Women's Suffrage Societies.

LAW-ABIDING.] ***Societies and Branches in the Union 561.*** [NON-PARTY.

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[The National Union does not hold itself responsible for opinions expressed in signed articles.]

Notes and News.

The Bill as it Leaves the Commons.

The discussions on the Representation of the People Bill in the House of Commons have resulted in concessions to strong opinions on different sides of the House, but have not fundamentally altered the measure, as it was conceived by the Speaker's Conference. It is the largest Reform Bill which has ever passed the Commons. It adds about eight million voters to the electorate; reduces the qualifying period of residence to six months; gives the Parliamentary vote to women over thirty who are occupiers or the wives of occupiers; adds to the present local government voters women over thirty who are the wives of occupiers; enfranchises soldiers and sailors from the age of nineteen; temporarily disfranchises conscientious objectors who have refused to do any form of national service; simplifies electoral law; provides that all elections shall be held on one day; reduces the cost of elections; accepts the principle of the alternative vote; and redistributes seats with the object of ensuring equality of voting values. Such is the Bill as it leaves the "People's House," and goes on its way to "Another Place." We hope that in the enfranchising part of the measure at least, there may be no considerable alteration.

Irish Redistribution.

Fears that the progress of the Bill might be delayed by differences of opinion over Irish redistribution were happily removed by the agreement on a Conference between two Unionists and two Nationalists, with the Speaker in the Chair. It is hoped that the result of this Conference will be an agreed Bill which the Government will then accept and carry through as their own. It is hoped that it will be ready for the Royal Assent at the same time as the Reform Bill.

The House of Lords and the Bill.

The Representation of the People Bill has been read a first time in the House of Lords. It was presented on behalf of the Government by Viscount Peel, who, after explaining the provisions of the Bill, said that he felt sure there would be general agreement that the Parliament which sprang from the Bill would, indeed, need a fuller measure of courage and capacity in order to cope successfully with the rebuilding of the country, and with the vast and complex range of questions—industrial, financial, and social—which must necessarily raise their clamorous voices outside the gates of the Legislature when this long era of devastation was over and the star of peace returned.

No criticism was offered, and the first stage of the Bill's journey through the Lords is thus happily accomplished.

The Member for North St. Pancras.

All Suffragists will echo Mr. Samuel's thanks and congratulations to Mr. Dickinson for the great public service he has rendered by his contributions to the discussions on the Reform Bill. The Rt. Hon. Member for North St. Pancras is always on the side of democracy. Suffragists know it from of old. London Suffragists especially will never forget the sympathy and support they have had from him through many dark days. His indefatigable labours over the Representation of the People Bill give fresh reason for gratitude to all who have the cause of enfranchisement at heart.

"In Great and Heroic Service to her Fellow-men."

Tribute to Doctor Elsie Inglis has come from far and wide. The Memorial Service at St. Margaret's, Westminster, was, as was fitting, full of joy and thanksgiving. We publish an account of it on page 440. All the Press has united in doing honour to the founder of the Scottish Women's Hospitals. One of the most complete and interesting records of her life appears in *The Lancet* for December 8th. It describes her medical career in Edinburgh as Surgeon to the Hospital and Dispensary for Women and Children, and as Lecturer in Gynæcology to the School of Medicine, and says: "In those positions she soon made herself apparent to all as a woman of professional capacity, great organising power, and high ideals." Speaking of the work of the Scottish Women's Hospitals in Serbia, *The Lancet* says:—

"The full story of what had been accomplished by these brave and untiring women for the Serbians in their national agony will surely, and in due time, be recorded, but sufficient has been made public to enable all to see that no finer conquest of bravery over terror, sanitation over muck, and order over chaos will ever be told." And adds:—"Elsie Inglis gave her life for her country and its Allies as truly as any soldier in the trenches has ever done, and as cheerfully. . . . In the history of this world-war, alike by what she did and by the heroism, driving power, and simplicity with which she did it, Elsie Inglis has earned an everlasting place of honour."

Canon Rawnsley had a fine sonnet, "In Honour of Dr. Elsie Inglis," in *The Westminster Gazette* of December 2nd; and not only the London and the Scottish Press, but all the English provincial Press has written of her with enthusiasm. Already her great work begins to be recognised more than in her lifetime; it will be better understood as time goes on. All that she did, especially in the years of patient toil and unflinching devotion, of which her war-work was but the crowning achievement, can, of course, never be fully revealed. Those who worked with her in Medicine, in Suffrage, and in her Hospitals, know best.

A National Duty to British Womanhood.

TENS of thousands of British girls and women are now enlisting for Auxiliary Army Service in France and at Home. They are volunteering, many at great personal sacrifice, to help the country in a critical hour. They are leaving home, friends, all that they hold near and dear, all that means so much to a woman. Dauntless and high-spirited, they are ready to face hardship and danger for their country's sake.

There is no need for sentimental charity in dealing with the problems affecting women. But we have got to face the fact that if we are to win the war we must see to it that these women are properly looked after. The efficiency of the Army now largely depends upon the efficiency of the women soldiers, and the lives of our men in the trenches depend on the women in the Munition shops.

£100,000 wanted immediately.

The Government and employers are straining every nerve to overcome difficulties, but they have not sufficient time to remedy the conditions of the recreation hours. All that they have the time to insist upon is that the work shall be done, and the authorities—both Army and Munitions—have, by calling in the help of the **Y.W.C.A.**, shown their appreciation of the emergency and of the one organisation capable of meeting it.

As soon as sufficient subscriptions are received, preparations will be made for the building and equipment of another Hut, to be known as the "COMMON CAUSE" HUT No. 3.

Will you help the work of the Y.W.C.A.?

The **Y.W.C.A.** have been asked (in co-operation with the Y.M.C.A.) to do for the W.A.A.C. in France what the Red Triangle has done for the men. This means huts, centres, canteens, recreation for thousands of girl soldiers who will look to the **Y.W.C.A.** for everything beyond their bare sustenance. Will you help in this great National duty? We are appealing for the urgent need of those battalions of girls, who, all over the Empire, are giving their all to help the men in the trenches. They cannot do more. Those at home cannot do less. We owe it to those whose lives are in peril. We owe it to the generations to come to see that the women warriors are not laid open to worse privations, worse risks, worse conditions, than are absolutely unavoidable. Please send your cheque to day.

What is needed.

25 Huts in France. Cost of each Hut £1,000.
100 Huts in England. Cost of each Hut £700.
10 Huts in Munition Areas. 25 Hostels.
12 Clubs in London alone, and many more in other places.
Please send a cheque for a complete Hut if possible.
Smaller gifts will also be welcomed.

Subscriptions or Donations should be sent to the Editor of "The Common Cause," 14, Great Smith Street, Westminster, S.W. 1.

Y.W.C.A. Subscription Form.

Date _____

To the Editor of "The Common Cause," 14, Great Smith Street, Westminster, S.W. 1.

I enclose £_____ as my subscription to "THE COMMON CAUSE HUT, No. 3."

Name _____

Address _____

SUPPORT OUR APPEALS and mention THE COMMON CAUSE when sending donations.

The Insurance of Married Women.

A LETTER FROM MISS MARY MACARTHUR.

December 7th, 1917.

MADAM,—I have read with interest the correspondence which you have published on this question.

Having been closely associated with the administration of Approved Society benefits since the inception of the Act, and having served as a member of the Schuster Committee on Sickness Benefit Claims under the National Insurance Act from August, 1913, to July, 1914, and of the Ryan Departmental Committee on Approved Society Finance and Administration from January, 1916, to October, 1916, and as a member of the revised National Advisory Committee from its inception, I feel compelled to reply to the point of view put forward by your correspondents.

On the subject of maternity and infant welfare there are many points of view.

I can understand, though I cannot sympathise with, the attitude of mind which leads the individualist to say that this is a matter for the individual family, with the Poor Law as a last resource.

I can understand the point of view, for it is my own, of those who say this is a matter of national concern, that it is the duty of the State to safeguard the mother and the child, and the State must call upon the individual citizen to contribute according to his means.

But I cannot understand the point of view of those who, like your correspondents, appear to say the welfare of the mother and the child is the business of the State, but let it to some extent be paid for by certain arbitrarily selected individuals, who, for the most part, are the least able to do so.

The Insurance surrender values of those women who leave Insurance on marriage belongs to them, and the State has no right, without their consent, to appropriate that money for any purpose, however deserving. Still less has it a right to take that money and use it to relieve its own obligations.

When the first Insurance Bill was before Parliament, representatives of the Women's Trade Union League and the National Federation of Women Workers put these considerations before the then Chancellor, Mr. Lloyd George. We urged that under the Bill young women contributed during the healthiest part of their lives, and on marriage, if they left wage-earning employment, lost their contributions. We argued then that the surrender value of those contributions should be paid to the woman on marriage. Mr. Lloyd George pointed out that such women had the "extremely valuable" option of coming back into Insurance as widows without penalty for the intervening years during which no contributions would have been paid. (Five years' experience has demonstrated to everyone who has had anything to do with Insurance Administration that this "extremely valuable" option was worth less than nothing.)

As a result of the representations made at that time, certain modifications were introduced, and the present position is that on marriage a woman who is leaving wage-earning employment has two options. She can become a voluntary contributor, but not for maternity benefit; and though she is entitled to a reduced sickness benefit, the six weeks of maternity are expressly excluded. The other option is to leave her surrender value in the hands of her Approved Society, who can dole it out to her at their discretion during maternity, or in any other time of difficulty. The amount of this surrender value, however, is determined not by regard to the length of the period during which the woman has contributed, or the amount of contributions which have been paid in respect of her, but by her expectation of sickness, on an actuarial basis. This may mean that a woman who has contributed half as much as another woman may have a surrender value twice as large—an anomaly which, when it is appreciated by the women, is naturally resented.

The position of the woman who continues in employment is even less satisfactory. If she leaves her work in early pregnancy, she may be, and frequently is, deprived both of maternity and sickness benefit, on the ground that she has ceased to be an insured person—a position which, according to the Davison judgment, she necessarily occupies, unless, as very rarely happens, she has a continuing contract covering the whole period during which she is not actually employed as a wage-earner.

This, then, is the position which faced the Ryan Committee and the National Advisory Committee, and which led both these bodies unanimously to endorse the new proposal.

What is that proposal? It is to give the woman who marries an alternative. She can claim her surrender value whether she is leaving employment or not—a surrender value of £2. (This is calculated on the average sum available—to my mind a much more satisfactory method than the present one.) If she does not claim this sum, she is entitled to free Insurance for one year from the date of her marriage. If at any time she becomes again employed after her marriage, she can re-enter Insurance and be qualified for maternity benefit in forty-two weeks, and for full benefits at the end of two years. On the other hand, if she continues to be an employed person, and does not claim her £2 surrender value, her marriage does not in any way alter her status as an insured person, and the abominable Davison judgment is swept away.

To my mind, from the point of view of women, this new system is infinitely preferable to the present one. There are, of course, other alternatives. One that has been suggested is to give instead of the surrender value a year's free Insurance. But this means that if a baby is born on the three hundred and sixty-sixth day after marriage, or any subsequent day, the woman, if she has not received any benefit in the intervening period (and many of the Approved Societies can unfortunately be trusted to see that it would be made as difficult as possible for her to receive any benefit), would have lost all the contributions she had paid in.

Others have urged that she should be entitled to one maternity benefit any time after marriage. But this is not only administratively impossible, but means that certain childless women would have been forced to contribute to maternity benefits which should either be a matter of voluntary Insurance or a liability on the State as a whole.

There is nothing in the present Insurance Bill about which one can become enthusiastic. For my part, I should prefer a measure which scrapped the present Insurance system altogether, and erected a new one on an entirely different basis. But if the present compulsory contributory system is to remain, I am convinced that no more equitable scheme of dealing with the woman on marriage can be devised than that contained in the Bill.

I am sorry that my colleague, Miss Margaret Bondfield, should commit herself to the statements:—

(1) That the situation has been viewed entirely from the point of view of the convenience of Approved Societies;

(2) That the surrender value is a bribe to induce women to notify Insurance Societies within a month of marriage of the change of civil state;

(3) That the proposal will cost the community, in round figures, £400,000 a year.

From all these statements I dissent.

(1) In common with several of my colleagues on the various Committees, I have regarded the situation solely from the point of view of what is fair and just to the working-woman on marriage.

(2) We have not been influenced in the slightest degree in our attitude by the fact that it may make notification of marriage easier to obtain, though I admit that this undoubtedly has influenced the representatives of certain Societies in their reluctant agreement to the proposal.

(3) The money does not belong to the community, but to the women who will receive it.

MARY R. MACARTHUR.

"THE COMMON CAUSE" HUT IN FRANCE.

We are greatly encouraged by the generous response to our appeal for donations towards our Second Hut in France, which we cordially acknowledge.

	£	s.	d.
Already acknowledged	118	7	4
Miss H. F. G. Shaweross		4	0
Mrs. Crockerdale Bland...		5	0
Miss Lucy Robinson	5	0	0
"R. F." Manchester		5	0
Mrs. F. Dawes	2	0	0
	£126	1	4

Further donations should be sent to the Editor, THE COMMON CAUSE, Evelyn House, 62, Oxford Street, W. 1.

Memorial Service to Dr. Elsie Inglis.

By Two Members of the London Units Committee.

The Service in happy memory of our founder Dr. Elsie Inglis, was held on Thursday, December 6th, at 12.15 noon, in St. Margaret's, Westminster.

The procession of women which left the offices of the Scottish Women's Hospitals, to attend the Memorial Service, was thoroughly representative of all those who had worked in close association with Dr. Inglis. First came some thirty members of the Hospital Unit, with her medical colleagues, Dr. Corbett and Dr. Ward, officers, matrons, sisters, orderlies, followed by a dozen members of the Transport Section, officers and drivers, all of whom had served under Dr. Inglis at the Rumanian Front. Next in order, after the greys and buffs, were:—The Minister for Serbia, and a representative from the Legation, and Madame Jovanovitch (Serbian Red Cross); representatives of the Serbian societies: the members of S.W.H. Headquarters Committee, their President, Miss S. E. S. Mair, Mrs. Hunter (Chairman), Mrs. Laurie (Hon. Treasurer), Mrs. Russell, Mrs. Williamson; members of the Committee of the London Society for Women's Suffrage; Mrs. Shaw McLaren and Miss E. Simson, Dr. Inglis' sister and niece; the officers of the London Units, S.W.H., Miss Palliser (Chairman), the Viscountess Cowdray and Hon. Mrs. Spencer Graves (Hon. Treasurers), Mrs. Flinders Petrie (Hon. Secretary), also the members of the London Committee, S.W.H.; finally, a contingent of Serbian boys. These met, and formed up, to file along Victoria Street, and through the Abbey yard to the east door of St. Margaret's.

A very full congregation were assembled in the church to pay their tribute of respect to Dr. Inglis' memory. The Serbian flag hung in the chancel, and Union Jacks on the columns at the intersection, and at the west end. White lilies and a wreath of bay on the altar were the only decoration. Four of our secretaries and some Green Cross orderlies acted as stewards, and the church was full when we arrived.

Among the many distinguished people present were:—The Lady Frances Balfour, representing H.R.H. the Princess Louise, Duchess of Argyll; representatives of the French, Russian, and Italian Embassies, and Belgian Legation: the Serbian and Rumanian Ministers; officials from the French, Serbian, and Belgian Red Cross. The British Red Cross was represented by their Chairman, Hon. Sir Arthur Stanley. The Foreign Office, War Office, Admiralty, India House, and various Ministries sent representatives. Lord Robert Cecil (Under-Secretary for Foreign Affairs), Sir Alfred Keogh (Director-General of Medical Service, W.O.), Miss Becher, Naval and Armoured-Car Commanders, Sir Almeric FitzRoy, Mr. Asquith and other members of Parliament, Principals of London and Edinburgh Universities, and many eminent women doctors, were present at the service. Representatives of the South London, Royal Free, Endell Street, and British Women's Hospitals, attended, and twenty students of the London School of Medicine for Women. Seventeen members of the N.U.W.S.S. Executive were there, and representatives were sent by the various Suffrage societies, the Women's Local Government Society, the Women Police, W.R.A., W.V.R., and W.A.A.C., and many other women's societies. The Jugo-Slav Committee, Serbian Relief Fund, and Serbian Society were also represented.

The Service was a triumphant memorial for a great and gallant chief. After the voluntary (Prelude, Wachet auf, and My Heart ever Faithful, Bach) the Introductory Sentences were sung processionally by the choir. This was followed by the singing of Ps. xlvi; and the Lesson, Is. xxxv, was read by Dr. Fleming, of St. Columba's. The hymn was "Ye watchers," a victor's song of hallelujahs. The address was given by the Lord Bishop of Oxford. He narrated briefly the career of Dr. Inglis, spoke in sympathetic appreciation of her dauntless character, and laid emphasis on her work for the medical education of women and their political advancement. He told her heroic achievements in Serbia and Rumania, culminating in a life laid down. The anthem was the magnificent one from Brahms' Requiem, "Here on earth we have no continuing city," ending in the triumphant "Death, O where is thy sting?" The choir rendered this strongly and well. The memorial followed:—"Let us remember, with thanksgiving and with all honour, Elsie Inglis, to whom it was given by God, to sacrifice her life in rendering great and heroic service to her fellow-men." After silence for a space, came the Lesser Litany, the Lord's Prayer, and the remembrance of "the brave and the true." Then followed a dirge from the Russian liturgy, the Benediction, Commendatory (Palestrina), and the Serb and British National Anthems, and for voluntary, Bach's Fugue on Magnificat. The Slav character of music was maintained in the sung Lord's Prayer, the Contakion, and the Serb Anthem.

The best music of several nations combined to make the memorial a fitting tribute, but nevertheless a spirit of unity pervaded the service, and blended it into one harmonious whole. Other diversities harmonised there also, for not only the Western Church officiated in the persons of the Bishop of Oxford and Canon Carnegie, and Dr. Fleming of the Scottish communion, but the Eastern Church was represented also in the person of Father Nikolai.

We, her Unit, who took part in it, together with the friends of our leader, and helpers of her work for Serbia, can never forget that commemoration and the sense of victory and peace which it inspired. Our founder was gone forth, and already engaged in a more perfect freedom of service. *Laboret in pace.*

The dominant note of the Service was one of triumph as befitted the heroic spirit of one who wrought faithfully and courageously, and who had gladly laid down her life in the service of her country, and that of Serbia. The Memorial was not only an indication of this serene, confident going forth of a strong soul who looked upon death as the gateway to a larger and fuller life of service, but was also a call to all workers to pursue with renewed faith and vigour the task that lay before them.

"Blanda Anima . . . . .
I, pete caelestes ubi nulla est cura recessus,
Et Tibi sit nullo mista dolore Quies."

The Teacher.

The Lack of Opportunities of Social Intercourse.

When a girl decides to follow the career of a teacher, she knows that she has before her a more or less expensive and exacting training for a period varying from three to five years. Beyond that training she does not look, or looks only with eyes with the sun in them—eyes that picture a shining future without any very definite outlines.

The period of training is full of interest and enthusiasm. There is the constant stimulus of friendly competition, the crowded, hard-working college career, the joy of passing one milestone after another on the way to the desired goal.

Meanwhile, the young teacher is continually reminded of the immense opportunities for good that lie before her, of the moulding of young characters, the abiding nature of her influence, the responsibility and importance of her chosen work; so that she leaves college for her first post filled with earnestness and enthusiasm, as well as hope. She settles down in rather dingy lodgings (her commencing salary is alarmingly small) in some country village, small cathedral town, or great manufacturing city, as the case may be, and begins her work, throwing all the nervous ardour of the beginner into every task. After a few weeks, however, when the novelty has begun to wear off a little, and she surveys her new life, she finds that she is terribly lonely. In her evenings, her half-holidays, her Sundays, she is left severely alone. No one calls to see her, no one offers her any hospitality, and worse than all, beyond her immediate colleagues, she has no opportunity of intercourse with cultured minds, or with people in her own social sphere. For the first year or two she is pained, surprised, resentful at this neglect and social ostracism; then she begins to find the difficulty of living on her salary absorb her attention almost more than her loneliness. She cannot afford pleasant, airy rooms with good attendance; her meals are cheap and monotonous; she cannot indulge too often in concerts or the theatre, nor in excursions to places of interest near, nor short week-end visits to friends. She must be comparatively well-dressed, and so she can spend very little on her holidays. Travel and amusement are not for her. As a teacher once remarked, "Many of us have been for years teaching Geography who have never seen a mountain for ourselves."

If she be an elementary school teacher, she sees many of her men colleagues able to enjoy these advantages; but though she spent just as much as they did on her training, has just as good certificates, teaches as many hours, manages as large, probably larger, classes, and must produce the same results for the inspector, she is not considered to be worth the same remuneration. So she curtails her personal expenses, and

takes extra work in the evenings to eke out her underpay, with the result that she is more often on the sick list than the better-fed and housed men teachers; a fact which is brought up against her when she asks for more equal salary.

Perhaps she is an assistant-mistress at a secondary school. Here the salary is better, but the standard of living expected is higher. And all the while there hangs over the young teacher like the sword of Damocles, the dread of illness, breakdown, and old age. She knows she ought to be saving money for her future needs, and it frets and worries her that she cannot. In the most favourable circumstances, unless she gain some good headmistress-ship, she can never provide for the future in any sense comparable with the dignity of her profession or the standard she is expected to maintain while teaching.

Bitterness eats into the soul of the girl who started with such fresh and earnest purpose from college. The importance of her great work was continually urged upon her; but who in real life cares for her or her work? She was to help to build up a noble national character, make heroic and public-spirited citizens for the State. But what does the State offer her? A meagre salary, a parsimonious pension, these may be her share, nothing more. The need of recognition for her important national service is summed up in one word—neglect.

But the parents whose children she is training, moulding their minds and character, grounding them in high principles, opening their young eyes to the wonders and beauties of life, of literature, of art, surely the parents will recognise the value of her work?

Here again the teacher meets with the same thing—utter neglect. It may well seem to her at times both cruel and snobbish, but as a matter of fact, it is more often the neglect of sheer thoughtlessness, of that complete impossibility of most people to think for anyone but themselves and their immediate families. The instructors of their children never so much as come into their minds unless they think they have reason for complaint or dissatisfaction. Do they not pay their school fees? Can anything more be expected of them than that? And so, as the years go by, the teacher finds herself absolutely isolated, both as an individual and as a class. She passes from lodgings to lodgings, and finds her only friends among her own fellow-teachers. And the lack of those things which enrich and beautify life is slowly embittering her, try as she will to prevent it. She knows that discontent, bitterness, and a resentful attitude of mind are seriously hurtful in their unconscious influence on the minds of the young, and loyally she tries to prevent them from gaining power over her. But she is starved for the amenities of life. More than anyone, for instance, would she appreciate, after her days spent in bare school-rooms, and her evenings in dull lodgings, beautifully appointed rooms, the atmosphere of a home, a little music, a little conversation, a well-served meal. Immensely she would value an invitation to spend her Saturday afternoon in a pleasant garden, an opportunity for tennis, contact with other young people of both sexes in friendly intimacy. The parents of her pupils often take their children to concerts, the theatre, and other entertainments, but she is never invited to join them for an evening's bright amusement. In many houses there are delightful books, which she would be most thankful to be able to borrow. Immensely would she appreciate the opportunity to meet interesting people, artists, politicians, people who have travelled, and those who are doing the world's work. She is supremely anxious to enlarge her knowledge and experience for the sake of those young minds committed to her tuition and guidance, and she craves the stimulus of the warm atmosphere of friendship and appreciation of people outside her daily work.

Meanwhile, parents—indeed the community generally—would profit by the intercourse with the minds of these enthusiastic, well-educated women, who are bringing up the young citizens of the future. Parents especially would acquire thereby a better understanding of the minds of their own children, and be able to co-operate with the teacher in their development and training; and the children themselves would gain new feelings of regard and affection for their teachers when they saw them the valued friends, and often the honoured guests, of their parents. Thus, the whole subject of education would acquire a new interest and importance in their mental outlook.

Well will it be for that country where, after the war, Education shall receive the recognition of its real value as the most important of all national services excepting only motherhood, and where all who undertake the exacting and devoted duty of training the young shall have the reward and consideration that are their due.

CAROL RING.

Some New Occupations for Women.

IX.—OXY-ACETYLENE WELDING.

Oxy-Acetylene welding has become an important factor in aeroplane construction, and the ever-increasing demand for the rapid output of machines calls for a continuous supply of welders. This work, like many others of which women had never heard before the war, has been successfully undertaken by them, and many hope to continue in the aircraft trade; but it needs a considerable amount of instruction and practice before any responsible work can be undertaken, for defective welding in an aeroplane may mean death to the airman.

The first School for Women Welders was opened by the Women's Service Bureau on September 13th, 1915. Two hundred and twenty welders had been trained and placed by this School in various parts of the country by September, 1917. The class, which began with six pupils only, has now accommodation for the training of twenty welders.

Now there are several welding schools for women in London, and in many other parts of England, in which the training is free, as they are all under the control of the Ministry of Munitions. A great many welders have likewise been trained by the various firms where they are employed.

The starting wage of welders with school training is eightpence an hour, which increases as they attain workshop speed; and when they gain the necessary experience to undertake the more complicated portions of the work their rate rises in some cases to a shilling and three-halfpence an hour, according to the skill of the worker. The methods of payment in the various works are so different that it is hard to compare the rate; some are given time-rate and bonus, some piece-rate, others premium bonus, so with overtime at increased rates many are earning very good wages.

The reception of the women in the aircraft factories has, on the whole, been most kindly. Although at first the arrival of the "lady welders" excited a good deal of interest and curiosity, still, as women entered more and more into all departments of war-work, the women-welders began also to be looked for as a matter of course. But they had better themselves tell of their reception at the works and experience in their new craft. The following extracts are from letters of some of the pupils of the Women's Service School

One of the early pupils writes to the instructor:—

"The timekeeper, a gorgeous gentleman in uniform, gave us quite a welcome, allowed us to put our bicycles in his office, and took us in tow through what seemed a maze of passages, to a workshop, a long whitewashed room, windows all down one side, with a bench in front of them. There did not appear to be anything to work with; only five safety valves on the wall, and six wooden stools in front of the bench. They began to hurry a little when they found we had arrived, and at 12.15 we were able to start work.

"Our generator is just twice the size of the big one on the roof, and has two carbide chambers. A boy has charge of it, but I have to turn it on in the morning and off at night. It is in a shed outside our shop. The charge-hand of the welders' shop helped us to start, and stayed with us most of Friday. He was most kind, and showed us the best way to tackle each job, did one for us, and then watched us do it. It is delightful work; most of the parts are quite large stays and tie-rods. So far, we have found it easier to work standing.

"If we are more than three minutes late we lose the whole day!"

Another of the welding-school pupils writes:—

"We really might have been strange new animals that have been recently imported, the way the men look at us and watch our movements; but I suppose they will get used to us in time, when the novelty wears off."

In another factory the appearance of the women seems to have been taken as a matter of course, and they took over the men's work without any remarks being made, the different fitters at once bringing them work to do, and keeping them very busy. Sometimes they had quite a queue waiting round the table.

Here we have a girl doing very heavy welding:—

"We start work at 6 and leave off at 5.15, with three-quarters of an hour for breakfast, and one hour for dinner. I am just ten minutes' walk from the shop. I wish you could see the things we have to weld! The man I am with uses a ten Universal. They use an overhead crane for moving the work about."

The following shows one able to adapt herself to all sorts of work:—

"I work from 8.15 to 7.15. In six months I ought to be an expert welder, for they put me on to every description of stuff. I have six sizes of blow-pipes, Hoggett Young's. I had eight huge pieces of what seemed to be tram-line sent in to me to make an iron table! I put on biggest blow-pipe but two, and nearly killed myself. However, the table was done and approved. I have done some nice solid little fittings, which

passed, and I have got a lot of horrid ribs, thin as paper, to put very thick sockets into."

This from a welder sent off to a distance from London :—

"Here we are in the throes of real work. It is rather thrilling; an enormous place, teeming with work and interest, and they are awfully good to us. We are awfully jolly and happy in our little shop, divided by wire-netting from the huge fitting-room, it was rather funny feeling ourselves being sized up by the men.

"Our foreman is a dear old man, so kind and full of fun—only, he won't fill the valves more than once a week. I refilled mine after four days, and got water in my pipe—he was very nice, rearranged it for me, and told me not to do it again. I told him I did not want to be hideous for life, at which he guffawed. He loves to laugh. We have the tiny pipes, and I *never* get an excess of acetylene, even with a cold pipe, and the generator is a long way off. I am mostly doing fairly thick metal, and always inside right-angle welds of various kinds, and, of course, the pipe gets hot, and unless I use a fair amount of oxygen it backfires. I get along finely though like that, and make quite respectable-looking welds.

"We have the most lovely rooms right among fir-trees and gravel banks and bilberries, bracken, and heather, with such a nice woman. We had an awful time on Monday, though, from 1 o'clock to six hunting for rooms. We walked miles and miles, and were frightfully tired. Everything is full, and several people said it was most pathetic; they were turning away tired homeless people all day. Just by chance—a very far-fetched one, because we couldn't get tea anywhere else, we drifted in this direction, and we are happy. I've been running in the woods all morning. So lonely is it, and yet within easy reach of the works. The days don't seem so long as we expected, partly because we have lunch and then dinner, and then tea to break the monotony, the first and last we make ourselves over our gas-jets in "billy cans," suspended from hooks made by feed-wire.

"We work from 7.30 a.m. to 7 p.m., Saturdays from 7.30 a.m. to 4.15 p.m., and are told that we may have to go on Sundays, too, also we may be put on piece-work before long. It's rather nice to feel that we have earned nearly £2. The first week's pay is not given us, though, but kept till the following week, so that they always have a week's pay in hand, in case we leave without giving proper notice."

Another welder working in a country district reports :—

"We get our lunch at the canteen at the works. We have a lovely hot meal there each day, extraordinarily cheap and beautifully cooked, and served in such a nice large clean mess-room. Then we have a lounge, beautifully furnished, with piano, &c., and all the girls sit round and sing—in fact, we are as happy as sandboys.

"We work in a huge room with the fitters and men welders. There are crowds of girls on the other side of the shop. Well, as regards the work, it is lovely; no very thin stuff yet. The men welders are awfully good to us."

A little later on the same welder writes :—

"We are by this time not afraid to tackle any of the welding jobs that come along, though some we must confess are on the difficult side."

The selection of letters is difficult, as there are so many of interest, and nearly all have something different to tell. One says: "I have just finished tea, and have been watching an aeroplane looping the loop over the aerodrome. Yesterday we were given some "lugs" to weld, and when the man came to fetch them, he told us they were for the syncronising gear to prevent the shot hiting the propeller!"

"Heaps of work to do," writes another girl. "Long thin pipes a yard and a-half long. Short pipes a foot long, curved pipes, thick cylinders a foot across and a yard long, all to be 'run up.' You get about 100 or 200 at a 'fell swoop' of them."

So the tale goes on, all sorts of aeroplane and light welding, with many accounts of the kindness and consideration shown to the welders at the works, as, for instance: "Oh! one thing I must tell you: the firm provides us with a cup of tea at 11 a.m., and again at 4 o'clock. Very good of them, as we don't leave till 6.30." But of course that sort of thing can only be done in small firms. In large ones, there is usually a canteen for the workers, and a Lady Superintendent or Welfare Worker, who does her best to see to the comfort and happiness of the workers under her care. How things will be done after the war, and what will be the place of women, is difficult to say. Present conditions are war conditions, and we have to get back to peace conditions before we can say where the women who started as war workers will find their place.

[Articles in this series appeared on September 14th (Draughtsmanship for Women), September 21st (Dental Mechanics), September 28th (Industrial Chemistry), October 5th (Analytical Chemistry), October 20th (Optical Lens Making), November 2nd (Advertising), November 9th (Work as Opticians), December 7th (Mechanical Work and Engineering).

The Women's Service Bureau (London Society for Women's Service), 58 Victoria Street, S.W. 1, gives advice on training for various occupations, and information with regard to conditions of employment and remuneration.]

Women's National Service.

WORK ON THE LAND.

The Women's National Land Service Corps (50, Upper Baker Street, N.W. 1) have issued their annual report, and show a good record of work done. When the Government, in the spring of 1916, launched its scheme for a Women's Land Army, the Corps was prepared in the first instance to become merged, if necessary, in the new Land Army and to cease to exist as a separate organisation, its members forming the nucleus of the new Army. It was found, however, that there appeared to be a distinct need for a voluntary association to enrol those women who, for various reasons, were unable to sign on for the duration of the war, and who were able to forego the benefits of free training, outfit, and travelling given under the Government scheme. 101 members of the Corps enrolled; they remain titular members of the Corps, but are of course entirely under the jurisdiction of the Land Army. By arrangement with the Board of Agriculture any original member of the Corps is excused the necessity of appearing before the local Selection Committee and of submitting references, a mark of the confidence of the Board in the *personnel* of the Corps. Miss Franklin, late Secretary of the W.N.L.S.C., was released by the Corps to become head of one of the Departments of the Women's Branch; and Mrs. W. C. Bridgeman, Vice-Chairman, was appointed Chairman of the Selection Committee for the London area.

One of the most important objects of the Corps from its beginning was the organisation of village women into working gangs under leaders. This was ultimately taken over by the Government, and placed in the hands of County Committees, but many organisers and leaders have been supplied by the Corps at the request of the local Secretaries of Committees. Two members of the Women's National Land Service Corps are now travelling inspectors, several are County Organising or Assistant Organising Secretaries, and others have taken up various kinds of work under the Government scheme. But the chief work of the Corps, since the Land Army was formed, has been in organising the supply of temporary war workers for seasonal jobs, such as potato dropping, hoeing, harvesting, fruit picking, potato and root-lifting, and so on. This the Corps undertook at the request of the Board of Agriculture.

Helping in the Flax Harvest.

One very interesting piece of work undertaken by the Corps was supplying a large number of women for flax-pulling in Somerset, at the request of the Flax Growers' Association. As sufficient local labour could not be raised, the Corps was asked if it could send a contingent, all local arrangements to be made by the War Agricultural Committee. This was pioneer work of national importance, as the flax is essential in the manufacture of aeroplane wings; and the Corps sent a group of 100 women under competent gang leaders.

The workers were housed in an empty country house, bedding was provided by the War Office, and the Y.W.C.A. kindly undertook the catering at the request of the Corps. The work consisted in pulling, gating, wind-mowing, stooking, and tying flax. The experiment was undoubtedly a success, and the experience gained in organising the party this year will be invaluable if the workers are required again. Many members have written to volunteer their services for next year for the same work, and the Secretary of the Flax Growers' Association wrote as follows :—

"The women you have sent down have done exceedingly well, and I am calling the Harvest Committee together to-day to discuss an increase in price for them, &c., &c. Eighty per cent. are good workers and have tackled the worst pieces of flax in a most creditable manner. We have four classes of labour working, *viz.*, Land Service Corps girls, local women, piece workers and soldiers. Local women time workers and your women do by far the best work, but have not pulled quite so much as the local women on piecework, which was to be expected."

The Corps has already been approached by the Secretary of the Flax Growers' Association, who is anxious that it should supply the labour for this work next year. Owing to the closing of the port of Riga, it will be found necessary to put many more hundreds of acres under cultivation for flax, and it is probable that four or five times as many women will be required next year as were supplied this year.

Army Remount Depots.

Some of the members of the Corps have been doing good work in Army Remount Depots, where the duties as a rule consist in stable work and in exercising horses (riding and driving). A good description of the work is given by one of the members, who writes :—

". . . I like the remount work very much, but the work, of course, is very hard; but that I don't mind. Our daily routine is: 6.30 in the stables; we clean out four boxes and a yard each by 8 o'clock. Breakfast from 8 to 8.30; then we rub the horses down and saddle them, start for exercise at 9 o'clock, bring them in about 11.30, then we water and feed them, and, if time, groom one; dinner is at 12.30. We rest till 2, then groom the four horses each (generally only have three). Tea 4.30. Stables! We then clean harness, and bed and feed them, ending 6.30. To-day we stayed till 7, putting our own hay in a loft, which the A.S.C. men should have done. We get £1 5s. a week, and give £1 for board and lodgings. We live in a very nice house, near the stables."

The Board of Agriculture is making a grant to the Corps, which is still continuing to act as its agent in organising seasonal work, but contributions are still urgently needed.

LOOKING AFTER SICK HORSES.

A form of women's work which seems to have attracted a good deal of notice by reason of its novelty is that of the care of sick horses, which is carried out by a staff of women at the Horse Hospital run in connection with Messrs. Macnamara's big stables in London. This establishment, which consists of a range of good boxes built round a big open yard, contains, on an average, about thirty equine patients, though it accommodates many more when necessary, and the veterinary surgeon who attends regularly and prescribes the treatment is the only male member of the staff.

The carrying out of the treatment is entirely in the hands of the girls who act as "nurses," and in addition to this, they do all the ordinary work of the stable—grooming, cleaning out, &c., and cart their own forage. Anyone with the slightest knowledge of horse management will realise that this involves much hard, and sometimes unpleasant, work, and it is much to the credit of these five girls that they set about it in a most cheery and businesslike way. There is no doubt that the greatly improved record of the hospital since they took it over is due to their keenness and willingness to take any amount of trouble to effect a cure.

The horse is a highly sensitive animal: in sickness he needs quiet and skilful handling. Obviously, therefore, this is work requiring a special knowledge and experience which cannot be acquired quickly. It does not offer a field for any but exceptionally qualified workers.

THRESHING AND MOTOR TRACTOR WORK.

Women are doing very well in tractor and horse ploughing and threshing, though there is still considerable prejudice among farmers against their employment in this work. For women who understand milking and the care of horses there is at present a greater demand than supply. There is also a large demand for group leaders to organise gangs for potato lifting and root pulling.

WANTED FOR FORESTRY.

The Timber Supply Department of the Board of Trade requires well-educated women for:—

(1) Measuring trees when felled, calculating the amount of wood in the log, and marking into lengths for sawing. A month's free training is given, and uniform provided. A wage of 37s. 6d. a week will be paid, and an additional 2s. 6d. billet rate. The work may involve moving from place to place, and volunteers will be expected to make their own arrangements for accommodation.

(2) As forewomen, to superintend cross-cutting, felling small timber and coppice, and the lighter work connected with forestry. A higher rate than 25s. a week cannot be guaranteed, but forewomen of gangs of over thirty are already receiving 35s. At present the hours do not exceed eight a day, and the work does not seem to be proving at all too strenuous.

This scheme is being worked by the Timber Supply Department in co-operation with the Women's Branch of the Food Production Department, 72, Victoria Street.

THE NEED FOR REPLANTING.

In addition to helping in cutting down trees women are also required to assist in planting new ones. The Board of Agriculture has a scheme for training forewomen to supervise tree-planting operations, as some 10,000,000 forest trees now in nursery gardens must be planted out in the coming season if they are to be any use. The scheme must therefore be put in operation quickly, or it will be too late.

The Liverpool Corporation have since last summer employed three gangs of women workers in their nurseries and plantations in the catchment areas at the Vyrnwy (North Wales) and Rivington (Lancs.) Waterworks, and the experiment has been very successful; but the Board of Agriculture's scheme seems somewhat belated.

SOME CHRISTMAS BOOKS.

At the earliest rumour of Christmas all Fairyland puts on gala dress and fills the shop windows. This year the Brownie Family has come to life in a particularly charming series ("The Brownies Painting and Cutting-out Books," Harrap, 1s. each), where all the merriest adventures of Brownie-land can be discovered. These Brownies have a particular merit, they can be painted and, what is more, when painted they can be cut out and made to stand, and climb, and dance, and play hide-and-seek behind mushrooms all over the nursery floor. It is quite easy. There are rules at the back of each book to tell how it may be done. Children, make haste! Help the Brownies to come to life and escape from the pages of the picture book!

A delightful little story, which one feels was really written for the nursery, not for grown-up people, is "The Story of Henny-Penny" (Messrs. George C. Harrap & Co., 1s. net). It makes dramatic use of the repetitions dear to small children, and the ending, after a hint of possible tragedy has caused just enough suspense, is entirely satisfying.

Another of the same series is "The Story of Epaminondas." Epaminondas is quite black; he has big, shiny eyes and a penchant for cheeks. His Mummy is also quite black; she has also big, shiny eyes, but spots are her great line. We wonder how many spankings it took to make Epaminondas even as good as he is. We wonder how his Mummy manages to stand such a naughty Epaminondas. We wonder how any child can wait till Christmas to find out what it was Epaminondas did and what happened to him when his Mummy found out he had done it.

For rather older children is "Little Mother," by Ruth Brown McArthur (Harrap, 5s.). It is the story of an orphan child's entry into the home of her rich relations, and her gradual winning of their love. The adventures of Little Orphan Tannie are such as will particularly appeal to children. There is about them all the glamour of misunderstanding, of good-fairy surprises prepared by Tannie, of virtue finally vindicated. And, best of all, there is nothing disappointingly "modern" about the ending—it is completely and satisfactorily happy.

BABES OF THE WILD, by Lilian Jack (Harrop, 2s. 6d.), is a volume of charming tales of wild animal life. If they do not possess the wonderful vividness of Rudyard Kipling's "Jungle Books," with which, from their subjects, some of the tales challenge comparison, they contain sound natural history. They tell of the upbringing and early adventures of pamperated babies of many kinds, from the tiger cub to the little hedgehog, and are full of the devotion and resourcefulness of the mothers of the Wild.

Most British children know at any rate something about the gods and goddesses of Greece and Rome. Few have even heard of those of the Celts; yet Scottish and Irish and Welsh legends abound that are quite as enthralling as those of any other nation. In "The Enchanted Lochan" (Harrop, 3s. 6d.), F. Carmichael Brunton introduces little readers to Angus the Ever Young, and his golden harp, Luga, Master of All Arts, Bridget of the Fires, and other heroes and heroines of Celtic mythology whose stories will make a vivid appeal to imaginative children.

Another book that tells of heroes of olden days is the volume on "Poland" by Monica M. Gardner, in the "Peeps at Many Lands" Series (Black, 2s.). This is a history, but history touched with imagination, indeed, it must be confessed, considerably idealised. The little volume gives a most vivid and delightful picture of Poland as it was before the war, with its spacious steppes and wonderful forests, and it tells of the nation's struggle for freedom against overwhelming odds. The book deals largely with the manners and customs of the people in modern times, which the writer makes extremely interesting; but it tells also the main events in the history of the unfortunate kingdom from early days.

Girl war workers who are tired of reading about themselves in the daily press will thoroughly enjoy "Our Girls in War time" (John Lane, 3s. 6d.), and their brothers will enjoy it quite as much. It is by the same author as the "Hospital A B C," that has caused so much delight in the wards. Lizzie who labours on the land, Winnie the winsome window-cleaner, Dora who drove a motor-van, Cordelia the constable, Trixie who takes your ticket, and many other busy workers, are all depicted by that able artist, Joyce Dennys, with explanatory verses by Hampden Gordon. Auntie Fannie, who ran a canteen for travel-tired Tommies, also comes in for a meed of praise—and when you see her picture you will know that she deserves it.

A book of special interest to girl students and workers is:—

THE PEARL, by G. W. Taylor. (Blackwell.) "The Pearl" is a photograph—a successful photograph, moreover—of a girl's development at school and at college. It has been called the woman's "Sinister Street," but the implied comparison is superficial only. For in "Sinister Street," Compton McKenzie has given a psychological study, whereas Miss Taylor has merely, with cleverest exactitude and a considerable sense of humour, reproduced the scenes and conversations of girl-life, neither drawing nor suggesting any conclusions. The effects of "The Pearl" are photographic; its limitations are photographic; its appeal photographic, and must always be mainly feminine. It appeals to those who have experienced its experiences, as a photograph appeals to those who have visited its scenes. It is the appeal of "I have been there myself."

Undoubtedly the best part of the book is that dealing with Janet Prout's school life. Possibly this is because Miss Taylor's methods are best suited to description of an age when life is a series of events, and every day a picture rather than an experience. Detailed as is the description of Janet's Oxford days, the most interested and initiated reader cannot help missing the true Oxford atmosphere which has, as its essence, its gift of coherence to life.

Miss Taylor's book is a particularly interesting and valuable contribution to literature at the present time, when women's education occupies a front place among the problems of the day. In its own line, her book is a pioneer work.

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The Third Reading.

This has been a week of rejoicing for all Suffragists. On Friday, December 7th, the third reading of the Representation of the People Bill was agreed to in the House of Commons without a division, and in a scene of general satisfaction and congratulation. Cheers from all parts of the House speeded the Bill on its way to the House of Lords. Thanks and congratulations to Sir George Cave, for his able conduct of the Bill, also came from all quarters of the House. In his brief reply, the Home Secretary dwelt, in his turn, on the valuable collaboration which the House as a whole had given all through the various stages of the Bill, and added: "*I do not doubt that the Bill will become law very nearly in the shape in which it now stands.*" It is evident, therefore, that the Government does not expect formidable opposition in the Lords. All this is good. But it is better not to shout till we are out of the wood. And we are not out of the wood until the third reading is also carried in the House of Lords.

One of the most interesting parts of Viscount Morley's recently published "Recollections" is a series of letters written by him as Secretary of State for India to the Governor-General, Lord Minto. These letters cover the period (1909) of the Morley-Minto Reforms, which took an important step forward in the representation of the peoples of India in the government of their country. The Secretary of State warns the Governor-General not to be too confident because of the successful passage of the early stages of these reforms. He says: "Only bear in mind, if you will, that when a subject, that is not in itself over-easy, once gets into Parliament in the shape of a Bill, there is no end to the strange shoals and snags that may suddenly appear. I expect that, on the whole, the debates will be conducted in good faith, but you can never be certain that the Devil won't insinuate himself into the best men's hearts until you have got to the third reading!"

We have to remember that the small group of active anti-Suffragists are sure to do their best to defeat the Women's Clauses in the House of Lords. We believe they will not succeed, that the compromise arrived at by the Speaker's Conference will be confirmed, and that the Lords are far too intelligent to choose such a time as this for setting up a violent dispute between the two Houses of Parliament.

There can be no doubt at all that the House of Commons holds to the Bill. It is probable that no Reform Bill has ever been so blessed by the Assembly it is destined to reform. It is true that nobody is absolutely satisfied, except Mr. T. M. Healy, who said on Friday that it was a mistake to say that no Party had got all it wanted, because he had. The Liberals regret that so much plural voting is retained; many Conservatives dislike the alternative vote; some dislike the widening of the franchise; the Labour Party regret that the Bill falls short of adult suffrage; Women Suffragists regret that it does not give votes to women on the same terms as men. But in spite of these sorrows, it is quite evident that the prevalent feeling on all sides is satisfaction at what *has* been accomplished. "I do not know whether I have been unusually lucky," said Colonel Sanders in his pleasant little speech of congratulation, "but certainly I obtained very nearly all I asked for, and not only that, but a good deal more than I expected."

It is difficult to think of any occasion on which a statute of such vital importance has given nearly all they asked for, and a good deal more than they expected, to people of such widely different views as those who now acclaim the Representation of the People Bill. We are encouraged to hope that the Lords also may regard it with liking, and that before many weeks are past it will have received the Royal Assent.

Maternity and Child Welfare.

Family Care of the Child in Relationship with the State Care of the Child.

The Home is the individual cell of the Hive, and concerning it certain elementary facts have been settled for us by Nature. The child is dependent for at least nine months on the mother's milk, and longer on her special care. Therefore the well-being of the home depends on the well-being of mother and child. In normal marriage, under modern conditions, the need for a mother's care for successive children covers at least the fourteen years, till the first child is wage-earning, and may be longer still. Yet it is after all only a period in life, with periods before and after it. So also for the man, there is a period before wife and child are dependent on him, and a period after they become (at least the children) self-supporting.

It is not too much to say that the manifold evils of modern industrial society sprang largely from *resting the whole weight of wife and children on the man during the limited period of prolonged infancy due to modern conditions.* By doing this for successive generations, marriage itself has been brought into disrepute, woman exploited as mother and wife, childhood under-nourished and neglected. De Foe, in his tour through Great Britain in 1727, found in what are now the Yorkshire and Lancashire infernos, "the houses full of lusty fellows, all employed from the youngest to the eldest. Not a beggar. Not an idle person. . . . The people in general live long. They enjoy a good air (!). . . . Everyone generally keeps a cow or two for his family." Under such circumstances no wonder they grew up "lusty fellows," and the women, taking their share in carding and spinning, were partners in the home.

But with the dawn of the industrial period, first the men, then the children, and now the women, are pulled out of the home, while at the same time the whole weight of the home during the prolonged infancy of the children rests on the one male worker, unless the mother deserts the home also.

What Form shall State-Aid of the Child Take?

But "the whirligig of time brings round its revenges." Two great struggles run through history; not only through the history of man, but far back through animal history: the struggle for life of the individual; the struggle for life of the race. The emphasis of what Professor Geddes calls the "Palæotechnic" industrialism has been on individualism. The swing of the pendulum that takes place in all human affairs is placing the emphasis of the "Neo-technic" Industrialism on the struggle for the life of the race. The State-care of the child is necessarily emerging as one form of this struggle, and the question is not whether there shall be collective care, but what form that care shall take, in order to bring child-life into true relation with the coming age of Collectivism.

The problem is, to bring the life of the unitary cell, the Family, which we have inherited from previous periods as our most precious possession, under the Anglo-Saxon form—the home—into true relation with the newer evolution, the State, no longer a mere Government, but assuming paternal and even maternal relations towards its citizens. The evolution has already gone far when almost all citizens are State-educated. But so far the relation of this new evolution to that inner citadel of Individualism—the mother and child—has not been ascertained. The "rights of property" of a man embrace a right to wife and child, to his own earnings, and "to do what he likes with his own." But the logic of circumstances is forcing the State that withdraws the man for military service to provide for wife and child, and later for widow and orphan. The cry, therefore, for some form of State participation in the maintenance of childhood cannot be long deferred, especially if the mother as well as the father is pulled out of the home by the lack of it: the need of the race will grow too insistent to be disregarded.

Preparation for Parenthood.

If the State, together with the parent, becomes responsible for the child's upbringing, it cannot afford to neglect pre-natal influences. The whole previous life of boy or girl is a preparation in bodily structure for reproduction. It is the *educational* and *economic* preparation that has been neglected.

At bottom of the true care of mother and infant lies the question of nutriment. A large percentage of working women marry men in receipt of £1 to 25s. a week (pre-war wages). They are usually doomed to wrong conditions, because *the whole cost of maintenance of mother and child is thrown each week on the man's weekly wage.* Yet before marriage the man may have been earning precisely the same amount, and *the girl also earning nearly as much.*

Before the years of marriage therefore there lies a period, normally at least seven years, in which there might be a possibility of *economic preparation for marriage* on the part of the individual, and there ought certainly to be education for it on the part of the State. The absence of this economic preparation leads in itself to grave evils. The young man, often a mere boy, has at his command a wage out of proportion to his individual wants, not infrequently what is reckoned "a living wage" for a family. He spends his "odd money," as it is called in Lancashire, on amusements (not infrequently on vices) that may unfit him for his future parenthood. The girl dresses out of proportion to her income to attract the boy from her frailer sisters, kept by his money. Both boy and girl, largely untaught with regard to marriage duties and obligations, have a fictitious income to spend, the curtailing of which leads to matrimonial quarrels.

Therefore, the first step on the path of real State-care is *Insurance for marriage* on the part of both boy and girl. This insurance should begin when they become wage-earning, and automatically increase as a percentage of wages. This would help to secure that the more highly-paid "blind-alley" employments (which provide later the unskilled, low-paid workman, who struggles to maintain his family) would be made to provide more largely by insurance, and therefore could fairly be more largely met by State aid. Incidentally, it would help to remove the inducement of the parent to exploit the child by placing him in such employments.

There is no reason why the girl should not also insure, and incidentally this mutual insurance would help to bring about equal pay for equal work, as both—not the man only—would be supposed to be providing for the home.

The joint insurance fund should be *the dower of the child.*

An immense step would be taken if the boy and girl, instead of having their minds stuffed with unreal and often impure fiction about "love and marriage," could be got to understand the glorious possibilities and national importance of parenthood and to prepare for it.

If the State supplemented the personal insurance, as it would be quite fair that it should do, it would by so doing acquire rights in reference to education for marriage, and could place instruction in the hands of each boy and girl as a matter of course, thus removing many of the obstacles to sex education due to its private initiation.

On the amount of the Insurance for Marriage which the nation would stand would depend both what could be done with it and the amount of State supplement required.

But there are at least seven years of working life to draw on normally to provide for the "fourteen years of famine" between the birth of the first child and that child becoming a wage-earner.

I do not propose that the money should be returned on the birth of a child, but rather (a preliminary sum being set apart for home-making) the income of the family should be increased at two-year intervals (because two years is the normal interval for child-birth under right conditions). It would decrease by increments as the children became wage-earners. The endeavour would be to keep the *family* income to a level with the family requirements. At present, as Mr. Seebohm Rowntree's investigations show, the period of scarcity *which coincides with the period of greatest need* is often succeeded by a period when the family income rises to abnormal heights, leading to a standard of food and dress which cannot be kept up either by the young married people or by the old father and mother when left alone. The idea would be to level the family income, and make it, and not the solitary man's, "a living wage."

Incidentally, such State provision would tend to remove the cry for "the living wage," which is a cry raised indiscriminately for men, whether young and unmarried or older with children self-supporting, or *in only a proportion of instances* (which should be mathematically ascertained), in the critical years when a young family is entirely dependent on him.

How to Insure the Greatest Benefit for the Child.

Having established the elementary principle of individual pre-natal economic care, supplemented by after-birth State-care as a reinforcement of personal effort, details could be worked out so as to give the maximum benefit to the child.

For instance, the State supplement might be larger *if the mother remains in the home.*

The present endeavour to provide Maternity benefit by State grants is accompanied by a certain impetus towards right

Motherhood, but the power of the State to enforce right motherhood, and to educate towards it, would become much greater. State-aid could be withdrawn in flagrant instances of child neglect, and in extreme instances the money diverted to foster-parents or institutions for child-care. As the money should be regarded as *the dower* of the child, problems that arise regarding it would be much more easily settled—*e.g.*, a feeble minded child requiring institutional care could have its dower diverted. A widow with children would have their dower, supplemented by State-aid of mother-care, and would need no Poor-Law Relief.

Much fear has been expressed that if the man had not the whole burden of supporting wife and child he would cease to work, and live on her pension! If the money was considered as the dower of the child, the man could be prosecuted for such a diversion of income; and the wife could also have a legal right to the dower of motherhood. At present there is absolutely no security that the "living wage" goes at all to wife and child, and many women are driven into the labour market, not by the insufficiency of the man's wage, but by his persisting on withdrawal of it from the family. He tries, in fact, to keep up the standard of a bachelor's income *within the home*. In a recent case a man earning £3 a week insisted on sitting down to pork-chops, not shared by his family! While allowing his wife only 27s. out of which to provide for him and the family (the one dinner for him costing 11d.), he refused utterly to provide clothes for his little daughter, who had been in an infirmary a cripple, and who was being sent to a sanatorium.

Provision for Illegitimate Children.

The care of illegitimate children would also become easier, the State insisting on the right of the child as against both father and mother. Every child should have a dowry sufficient, at least, for bare maintenance, and secured to it by every contrivance that can secure also right parenthood, for mere money is nothing without mother-care.

With regard to individuals who do not marry, it would, I think, be fair to allow them the sum compulsorily saved as a supplement to sickness or disability benefit after a certain age, or an increase of old-age pension, but the *interest* on their savings should go to the State for the maintenance of its children as a sort of tax on their unmarried state. Illegitimate children should, of course, be a heavier tax on the savings of bachelors than legitimate, and the same with spinsters, in order that they might not add to the ultimate personal benefit by refraining from legal marriage.

In the case of postponed marriage, the yearly increments would go on increasing, and this fact might be used to encourage postponement of marriage till the age of physical readiness for it by a larger dower for the child to meet greater preparations for it. Where a longer education postpones wage-earning there is usually a larger income when wage-earning really begins. State-aid for the child might be used to encourage longer education. Industrialism, as it is at present, discourages it.

In conclusion, the reform above sketched, while it would take many years to work out to the full, and must be preceded by present emergency measures, beginning, perhaps, with widows' pensions, would, if steadily carried out, redress many inequalities, and bring the family care of the child into vital relationship with the State-care of the child, thus redressing the evils of excessive individualism, without carrying us too far on the path of Collectivism. That there is danger on this side also, anyone who reads the history of State-feeding of children, State nurseries, and industrial *crèches* will soon find out, for these are but enforced palliatives of the evils of an industrial revolution that is emptying the Home of its contents instead of restoring the individual cell to its place of honour as the true essential in the struggle for the life of the race. Let us make Britain once more the *Home-land*.

Mary Higgs.

[*The following articles on the subject of pensions for mothers or for children have already been published in* The Common Cause: — "*The State, the Mother, and the Child*," *by M. Thoday, August 24th*; "*The State Endowment of Maternity*," *by Mary Stocks, September 21st and September 28th*; "*State Endowment of Motherhood*," *by A. Maude Royden, October 10th*; "*Child Pensions*," *by Lilian Dawson, October 26th*; "*Do not let the Poor Widow Wait*," *by the Countess of Selborne, November 2nd*; "*The Endowment of Motherhood*," *by A. Lamont, B.Sc., November 16th*; "*The Economics of the Endowment of Motherhood*," *by Mary Stocks, November 23rd and November 30th*.

The Common Cause *takes no responsibility for the opinions expressed in these articles but gives space for the subject to be thoroughly discussed*.]

THE INDUSTRIAL EMPLOYMENT OF WOMEN.

Its Relation to the Infant Mortality Rate.

The Women's Industrial Council have recently been conducting an enquiry into the relation between infant mortality and the employment of women, and the first part of their Report is published in the October number of the *Women's Industrial News*. This report throws light on a subject about which there has been a considerable amount of loose thinking and writing since what may perhaps be termed the vogue for infant welfare schemes originated. The matter is a complex one and the more obvious theories and explanations tend to be discounted by statistics and actual fact.

Early Theories.

In the first part of the nineteenth century, we are told, agitation arose in regard to the Public Health which resulted in voluminous reports, many of which touched upon the question of women's employment. In 1858, for instance, Sir John Simon, Medical Officer to the Privy Council, attributed the high infant mortality to two main causes:

(1) Common sanitary defects of residence, foul air, foul water, localities and houses undrained, unpaved, unscavenged, unwashed, unlighted and unventilated;

(2) The employment of women away from home, resulting in neglect of house and children, the use of opiates for infants, and so on.

For many years this second cause asumed greater importance than the first, and the popular association of infant mortality with the industrial employment of women found expression in the clause of the Factory Act, 1891, which prohibited the employment of women within four weeks after their confinement. Some seven years afterwards, however, Miss Clara Collet published a paper in which she pointed out that "existing statistical information did not show that the employment of women was increasing, nor did the figures available lead to the conclusion that differences in the extent of employment of married women in towns were the main cause of the difference in the infant mortality rate. For, in point of fact, some towns with a low percentage of female employment showed a high rate of infant mortality, and a high rate of infant mortality was not an invariable characteristic of towns with many married women working."

A Change of Opinion.

Subsequent investigators followed along the lines suggested by Miss Collet, and were not inclined to accept a close relation between infant mortality and female employment as a self-evident fact. The Report of the Inter-departmental Committee on Physical Deterioration, published in 1904, pointed out that "the mere fact of extensive employment of mothers in a locality cannot be regarded as significant by itself without reference to the factors of length of hours, character and condition of the work itself (which vary enormously from one district to another), and to the ordinary standard and practice of the mothers in the district as to care of infant life." Sir George Newman in his book on "Infant Mortality" supported this contention.

In 1914, the Medical Officer of the Local Government Board organised an enquiry into the infantile death rate in seven Lancashire towns, and the statistics obtained showed no definite relation between the employment of married women and infant mortality. In the report it was stated that differences of opinion might reasonably be entertained as to the cause of the excessive sacrifice of child life. "Unsatisfactory standards of housing and grossly defective arrangements for the disposal of refuse of all kinds are largely concerned in it . . . . The housewife both in mining and in the textile districts is not sufficiently helped in her efforts at domestic cleanliness. Domestic conveniences for cleanliness are inadequate, and commonly there is no satisfactory storage for food."

Again, in a work only recently published ("Health and the State," by Dr. Brend) it is asserted that special researches "have failed to establish a close and constant connection between women's labour and high infant mortality. In Wigan, for example, where only 12 per cent. of the total married women and widows are engaged in non-domestic work, the infant mortality rate in 1913 was 180, whereas in the textile town of Rochdale, with a percentage of 28 so employed, the rate was only 106. The question is complicated by the fact that among the poorest classes harm caused by employment may be more than counterbalanced by the additional food and home comforts which the mother is able to purchase with her earnings; but, as Dr. Newsholme has pointed out, the industrial employment of married women cannot be looked upon as the chief cause of infant mortality."

Other Crying Evils.

These authorities, of course, and the many others who could be quoted in like strain, do not mean to infer that female employment has no connection with high infant mortality: they merely contend that there are other causes no less potent—and many of them easier to attack. It may well be feared, for instance, that restrictive legislation prohibiting industrial work by mothers for an extended period before and after child-birth would increase the use of unlawful means to prevent childbearing; for poverty is undoubtedly the chief reason which induces married women to go out to work. Enlightened "welfare work" will probably prove a more telling weapon. But there is much to be done in other directions—in lessening material ignorance, by increasing the teaching of infant care in ordinary and continuation schools and by augmenting the number of infantile and maternal clinics now in existence, and in improving housing conditions in the hundred and one matters which are crying out for reform. The President of the Board of Education recently stated on a public platform that in the interests of the general health every working-class dwelling should be provided with a gas cooker and a hot water supply. He did not go into details, but a coke boiler in the basement in the case of tenements, or say a gas-heated washcopper in the scullery, offers an obvious and economical solution of the problem of personal and household cleanliness; while the gas-cooker together with a sanitary place of food storage would make the preparation of decent meals a less hopeless task than it is at present. The abolition of slum areas, a strenuous tackling of the over-crowding difficulty, the erection of light, airy, and well-constructed dwellings at a reasonable rent—these methods of race betterment are likely to be of more avail than any endeavours to shut out women from the labour market.

NEW ADDRESS of the N.U.W.S.S. and THE COMMON CAUSE, Evelyn House, 62, Oxford Street, W.1.

THE HOME HELPS.

And in addition to adequate financial, medical and if need be surgical help for the women in childbirth, there should be a tremendous extension of the work of those "angels unawares," the Home Helps, whose presence in a home before and after the wife's confinement does so much to relieve the anxiety and strain to which the editor of that wonderful book "Maternity" alludes as follows in the preface: "Writers on infant mortality and the decline of the birth-rate never tire of justly pointing to the evils which come from the strain of manual labour in factories for expectant mothers. Very little is ever said about the same evils which come from the incessant drudgery of domestic labour. People forget that the unpaid labour of the working woman at the stove, at scrubbing and cleaning, at the wash-tub, in lifting and carrying heavy weights, is just as severe manual labour as many industrial operations in factories. It is this labour which the mother performs often up to the very day on which the child is born, and she will be at it again perhaps six or eight days afterwards." It is the home, not the factory as such, which should be the place of attack.

Correspondence.

[Letters for publication must be received on Monday. The Editor is not responsible for opinions expressed in correspondence.]

THE NEW INSURANCE BILL.

We have received from Miss Smyth-Pigott a cutting from the *News of the World*, of May 20th, dealing with the case of Ruth Davidson *v.* the New Tabernacle Approved Society. The decision of the Court was, of course, confined to the specific case before it, but, Miss Smyth-Pigott points out:—

"The judges declared the interpretation of the Insurance Act to be that when a woman ceased work (compulsory by law) a month before her confinement she thereby ceased to be insured, and that on resuming work after her confinement she was to insure again as a late entrant and qualify for 26 weeks with the reduced benefit of 5s. instead of 7s. 6d., and all her former contributions lapsing. But under the new Bill it is enacted that new entrants must qualify for 42 weeks for the maternity benefit, and as she will not be able to reinsure until she resumes work, it is probable that many mothers will never be able to qualify in time for maternity benefit for the next confinement, when they will again cease to be insured.

"You observe that this decision of the Judges has been passed over in complete silence in the present Bill.* The *National Insurance Gazette*, of June, 1915, tells us the average length of sickness of single women is 4 weeks as against 8 weeks and 5 days of the married woman, *not counting maternity benefit*, and all this sickness benefit is paid out of the women's funds. So that not only were men content that the women's funds should be burdened for their wives' sickness and the entire sickness benefit of their mistresses for the birth of their illegitimate children, to which their own funds do not contribute at all, but now they have the effrontery further to lighten their own funds by increasing the qualification for the maternity benefit. Neither must it be forgotten that if the actuarial calculation for men's benefit was to be 10s. for 4d., the women's should have been 8s. 11d. for 3d., whereas it is 7s. 6d.

"The bribe to young brides to accept a marriage benefit of £2 and one year's free medical benefit and so to be ejected from the Health Insurance altogether seems to be an illegal tampering with the Insurance Act and the money contributed to it. Indeed, the chief changes proposed are to relieve the men's funds at the expense of the mothers. We read in the *Times* that the Bill was an agreed one, and that the members cheered the second reading. No doubt! But would the House of Commons have cheered if the qualification for the men's benefit, depending essentially on a fixed period, had been changed from 26 weeks to 42? And, though a fixed sum is now to be paid to the women's sick benefit fund, we note that the financial statement did not include the huge amounts paid by the State towards the unemployment benefit for the specially selected men's trades, inaugurated by Mr. Lloyd George on the eve of the Leicester election of that year, when he said there was not sufficient money to deal adequately with the women's benefits, to which the House of Commons immediately assented."

THE POSITION OF WOMEN AT OXFORD AND CAMBRIDGE.

MADAM,—The position of women who have taken the degree course at Oxford and Cambridge and their claim to a vote have recently attracted attention. It is not, however, generally known that the Hebdomadal Council at Oxford in June, 1909, passed and published a resolution stating that it was in favour of bringing before the University at an early date the question of admitting women to academic degrees. It is obviously impossible to bring a matter of this kind before the University during the war, but the delay has given time for careful consideration of the various problems involved, which are not so simple as persons unacquainted with Universities would think. Meanwhile women who desire the degree and the Parliamentary vote should be careful to qualify for it by taking the full degree course and keeping the full residence. They cannot expect to get it on easier terms than men. At present, Latin and Greek of a certain standard are obligatory in the first of the examinations qualifying for the B.A. This examination should be passed before coming into residence. For a Research degree in Letters or Science these languages are not obligatory, but other tests are imposed.

ANNIE M. A. N. ROGERS.
Hon. Secretary, Association for the Education of Women in Oxford.

THE ENDOWMENT OF MOTHERHOOD.

MADAM,—I venture to send you a word of protest against the admission into the correspondence on the Endowment of Motherhood the letters which appeared in last week's number of THE COMMON CAUSE. They introduce a wholly distinct subject and one which is regarded with the utmost repugnance by a very large number of women. In using the word "repugnance" I am referring not merely to our taste in such matters, but to something which goes far deeper—our sense of morality. Speaking for those of your readers who are members of the Catholic Church, I should like to ground my protest not on any arbitrary law of the Church, which may be put aside by non-Catholics as being no concern of theirs, but on the fact that her teaching is that any interference with the operations of nature concerning the conception of children is an offence against that natural law which is binding on all alike; the natural intention of the union of man and woman being to bring children into the world.

ISABEL WILLIS.
Hon. Press Secretary, Catholic Women's Suffrage Society.

MADAM,— I have read, with horror and indignation, the letter of Mrs. J. Chance in your issue of December 7th. She would, then, have young men and women go to school to learn how not to do that for which God joined them together!

"Hygienic means." Safe for the body (well said!) but how about the soul? No reputable medical man or woman would act as teacher, but, Madam, I do hope you will allow an ordinary God-fearing woman to protest against the suggestion. What! shall the high gift of the power of a man to transmit life, and so stand vicegerent of his Maker, be debased to mere satisfaction of sensual appetite?

I know well that poverty, and the weak health that comes from the strain of poverty, forces us to stay when the limit is reached! Should not father and mother *share* the deprivation, still hoping to come together again in the same happy and holy hope as in their bridal days?

M. O'M.

HOMES FOR WORKERS.

MADAM,—Since a large sum of money is to be devoted—after the war—to the building of homes for our workers, it is to be hoped that the woman worker—middle-class and poor—will see that some of it is earmarked for her interests. Cottages in the country are of little use to her since her work lies mainly in the towns. What I should like to see built for her benefit would be "College-Residences" flats built around a grassy quad., like a college at one of our ancient universities, but in place of the chapel would be a large nursery. If the children of the residents were trained in what I believe the Americans call the "George Junior Republic" system, they would keep one another in order, and two professional nurses could look after fifty of them. The mothers would thus be spared the anxiety entailed by leaving their children in the care of the average ignorant and too often corrupt servant. The children also would profit by being trained as little citizens, with as many playmates as they would have at a public school. The average child—attending a day-school—has not the choice of friends that the boy or girl at a large boarding-school has. Such a child's life tends to be somewhat lonely, especially if its mother has professional or other work calling her from home. Yet it is only right that both the child's parents should work, since their doing so is a double guard against the "blows of circumstance." A civilised child that has only its father to depend upon is worse off than a savage child, since the mother of the latter can fend for it. But the average untrained woman can barely earn enough to keep herself.

F. LANGWORTHY.

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* See letter by Miss Mary Macarthur on page 439.

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Change of Address.

The National Union and THE COMMON CAUSE have moved to Evelyn House, 62, Oxford Street, W. 1, about five minutes' walk from Tottenham Court Road Tube Station, and rather more from Oxford Circus.

Resignation of Miss Stopford.

The resignation of Miss Stopford from the post of Secretary has been received with great regret by the Executive Committee. Miss Stopford has accepted a post under the Ministry of Food, and is taking up her work on December 17th. She will be greatly missed both by the Executive Committee and by the office staff. Her political work during the passage of the Representation of the People Bill has been of very great value, while her relations with the rest of the staff have been a great assistance to the smooth and harmonious working of the office. Miss Davidson, who has been selected for the post of Secretary, will begin work on January 7th, and meanwhile Miss Deneke has kindly offered her services during the Oxford vacation, and this offer has been gratefully accepted.

Report of Literature Department.

The publication of the Women Citizen's Diary for 1918 has been delayed a month owing to shortage of labour, but it is now on sale in the Literature Department, and all who have not already ordered their copies should do so at once. Those bound in dark red leather are nearly sold out, but the cloth copies are obtainable in bright red or in green (price 1s. 6d. net).

The diary is in a rather more compact form than The Women's Diary and Handbook of former years, but it contains an equal amount of information, and has been revised and re-classified. The list of Federation Societies in the N.U.W.S.S. is printed in a small separate book, and slipped into the pocket in the cover.

Qualifications of Women Voters under the Representation of the People Bill are given, and an additional page including the amendment to the Bill will be printed directly the Bill is on the Statute Book, and will be issued on application to all purchasers of the Diary.

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Please address letters containing money to the Secretary or to Mrs. Auerbach, or Miss Sterling, by name, *not* to the Treasurer.

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A Message from Swedish Women.

The following message of congratulation has been received by Mrs. Fawcett :—

"Swedish National Association Women Suffrage thank Englishwomen for fifty years' faithful struggle, and send warmest congratulations at victory at last. Congratulate also England at having one people with equal rights and equal duties.—Karolina Widersbrœm, Ebba Palmstierna, Gulli Petrini, Ester Brisman, Anna Wicksell."

In Aid of Women's Service.

The Great White Elephant and Jumble Sale in aid of Women's Service comes off next week on Tuesday and Wednesday, the 18th and 19th. Interesting gifts are already beginning to come in, and among the first to arrive were a plated cake basket, a bookcase, some soldiers' shirts, trinkets, autographs, and all sorts of mixed parcels. By the time these words are in print we hope that the trickle of gifts will have become a stream, and that by Tuesday, the Westminster Central Hall will be almost flooded out with them. The more White Elephants we get, the more bargains there will be.

N.U.W.S.S. Scottish Women's Hospitals.

Subscriptions are still urgently needed, and should be sent to Mrs. Laurie, Hon. Treasurer, S.W.H., Red House, Greenock. Cheques to be crossed "Royal Bank of Scotland." Subscriptions for the London Units to be sent the Right Hon. Viscountess Cowdray, or the Hon. Mrs. B. M. Graves, Hon. Treasurers, 66, Victoria Street, Westminster, London, S.W. 1.

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*Miss Alison Wordie, to continue the "Fraisgil" bed, Royaumont, for six months...	25	0	3
*Per Miss Kinghorn and Miss Mutter, for "Crieff" bed, Royaumont	12	6	
*Birkenhead & District W.S.S., per Miss Mary Dalby, Hon. Treas., to continue "Birkenhead" bed, Royaumont (November donations)...	3	1	2
*Per Miss Mary E. Dalby, to continue "Mary" bed, in Queen Mary's Ward, Royaumont, from 12 Marys : Miss Mary E. Dalby (£1 2s. 6d.), Mrs. Mary McKisach (10s.), Miss Mary Fretwell (10s.), Mrs. Mary Richards (5s.), Mrs. Arthur Willmer (5s.), Miss Mary New (4s.), Mrs. Mary Stronge (2s. 6d.), Mrs. Mary Prestwick (2s. 6d.), Miss Mary R. New (2s. 6d.), Miss Mary Webster (2s. 6d.), "Mary" (2s. 6d.), Miss Mary Reid (2s.)	3	11	0
*Mrs. Macrae	5	0	0
Miss Christie	10	0	
Mrs. M. A. Hannan Watson ...	5	0	
"Emma"	10	0	0
*Hereford W.S.S., per Miss Netta Baxter, Hon. Treas. (sale of flags)	1	0	0
*Per John Weatherhead, Esq., Local Hon. Treas. S.W.H., Birmingham (balance of funds)...	40	12	6
*Domestic Staff, St. Mary's School, Melrose	10	0	
Miss Catherine R. W. Hamilton	1	0	0
*Staff of the Public School, Haddington, per A. Burnet, Esq.	4	11	0
*Result of Flag Day, per Miss Carphin, Hon. Treas. S.W.H. National Flag Day ...	450	0	0
*Anonymous	25	0	0
*Miss Alison	20	0	0
*Mrs. A. W. Black : General Funds (£10), For "Heriot Row" bed, Corsica (£5) ...	15	0	0
*Mrs. Douglas...	10	0	0
*Per Mrs. Robertson : *Employees and Staff, Saxone Shoe Co. Ltd.	6	13	6
*Edinburgh W.S.S., per Mrs. Wilson, Hon. Treas. (November donations) : *Collected by St. Cuthbert's Co-op. Women's Guild, for upkeep of their beds, Royaumont (£128 0s. 10d.) ; *Employees Messrs. McVitie & Price (£16); *Employees and Staff, Messrs. Brown Bros. (£8 8s. 3d.); *Employees Messrs. McTaggart, Scott & Co. (£3 19s. 6d.); *Employees Messrs. Thomson-Porteous (£3 15s.); *Women Clerks, Acct.'s Dept., G.P.O. (£2 4s. 1d.); *Leith Domestic Servants (£2 2s. 3d.); *Employees Messrs. Munro & Co. (£2 1s.); *Leith Co-op. Women's Guild (£1 5s.); Miss Harriet Beck (especially for Dr. Inglis' Unit) (£1); N.U. Railwaymen, Edinburgh No. 3 Branch (4s.); *Mrs. Glendinnen (10s.)	169	9	11
*Mrs. Muir, to continue "Troon" bed, Royaumont	12	10	0
Messrs. Robert Young Ltd. ("A slight tribute to Dr. Inglis")	1	0	0
*Glasgow and West of Scotland W.S.S. Joint Com., per Miss M. C. Morrison, Hon. Treas. (November donations) : *Corporation Tramways War Comforts Fund, per J. Dalrymple, Esq., General Manager (£60); *Glasgow and West of Scotland Conservative & Unionist Women's Franchise Assoc., Mrs. H. Strain's Drawing-room Meeting, per Miss Macfarlane Park, to name bath in Ortho. Dept., Salonica (£50); *Lenzie Bohemian Club, proceeds of concert, per W. G. Sandeman, Esq., towards upkeep of "Lenzie Bohemian Club" bed (£40); *Mrs. Guy, for upkeep of "Carsaig" bed, Salonica (£25); *Mrs. Mitchell, for upkeep of "Margaret Mitchell" bed, Salonica (£25); Galston Section Red Cross V.A.D., proceeds of whist drive, per Thomas Kyle, Esq., Sec. (£20 10s.); *Miss McOmie (£20); *Mrs. Murdoch, for Ortho. Dept., Salonica (£20); *Lenzie W.S.S., per Miss Duff, towards upkeep of "Lenzie W.S.S." bed (£18); *Ayr W.S.S., per Mrs. Alexander, towards upkeep of beds (£10 2s. 6d.); Mrs. Abbott (£5)—(£15 2s. 6d.); City Business Club, collection at luncheon, per R. S. McInnes, Esq. (Press), for Ortho. Dept., Salonica, to name Gymnastic Medical Apparatus (£15). *Flag Days:* Kirkcudbright Flag Day, per Miss Maitland (£10); Lethanhill Flag Day (18s. 4½d.), Waterside Flag Day (£3 5s. 7½d.)—(£4 4s.), per Miss Mustard. John Phillips, Esq., for Ortho. Dept., Salonica (£10); *Mrs. R. R. Spiers (£5); *Miss M. Greenlees, band for Curative Workshop (£5); Miss Elma Selwell, for instruments in the Ortho. Dept., Salonica (£5); The Misses Keppie, for Ortho. Dept., Salonica (for band instruments for Curative Workshop) (£5); Mrs. McKellar, per Miss Legatt (£5); Mrs. Charteris, for Ortho. Dept., Salonica (£2 2s.); Miss Cameron (£2); *Miss Ferrier (£1 1s.); Mrs. Henderson's Children (£1); *Miss Mackay (£1); *Miss Donaldson, Ortho. Dept., Salonica (£1); *Per Miss Millar, towards upkeep of "Rutherglen" beds (10s.); *Mrs. Pryor (10s.); Sale of Flowers,			

	£	s.	d.
Miss D. C. Riley (10s.); Wm. Sawyers, Esq. (10s.); *Miss Hannan, sale of mascots (10s.); *Mrs. Davidson (10s.); Mrs. B. Butters (5s.); Miss Mary McKye (5s.); *Miss Macaulay (1s. 6d.). *Workmen's Scheme:* *Employees Motherwell and Edinburgh Districts, Caledonian Rly., per D. Hathorn, Esq., per Mrs. Jackson (£100 11s. 10d.); *Messrs. R. S. McColl and Employees (£10); *Employees Messrs. Wm. Simons & Co. Ltd. (£9 12s.); *Employees Messrs. Bilsland Bros. (£5); *Trongate Yards and Fitzroy Employees, Messrs. P. & W. Maclelland Ltd. (£3 6s. 1d.); *Employees Messrs. Hay, Nisbett & Co. Ltd. (£3 3s.); *Machine Shop Employees, Messrs. J. & T. Boyd (£3); *Head Office Staff, Messrs. Nobels Explosives Co. Ltd., for Ortho. Dept., Salonica (£2 11s. 6d.); *Employees Messrs. Wm. Beattie Ltd. (£2 3s. 11d.); Messrs. Wm. Gowans & Co. (£2 2s.); *Employees Messrs. Wm. Martin, Sons & Co. (£2 2s.); *Messrs. Anderston Foundry (£2 2s.); *Employees Messrs. Cassel Cyanide Co. Ltd. (£2); *Staff, Messrs. McClure, Macdonald & Co. (£2); Employees Messrs. A. E. Reid & Son, band for Curative Workshop for the Ortho. Dept., Salonica (£1 1s.); *Messrs. Hay Bros. (£1); *Employees Messrs. Alexander Jack & Co. (13s.); *Messrs. Alexander Kennedy & Sons (10s. 6d.); *The North British Machine Co. (10s.) ...	523	19	10
	£252,771	9	10

ERRATUM NOTE.—The following beds in Supplementary List of week ending November 23rd : "Neidpath," Kirkurd, Royaumont, should read transferred to "Tweeddale," Kirkurd, Royaumont. "Innerleithen and Walkerburn" beds should read £35 7s. 10d.; and "Stirling and District" should read £25.

The Committee are in urgent need of help in providing equipment for their various hospitals. There is a constant demand for pyjamas, blue and grey trousers, scarlet bed-jackets, vests, pants, cardigans, socks, handkerchiefs, domette bandages (3, 4, 5, and 6 inch).

The new Orthopædic Hospital in Salonika must be fitted with materials for the workshops. For these are required needlework materials such as wools, silks, canvas, &c.; fret-saws and tools for leather work, and also wind and string instruments for the Band.

The Committee would be most grateful if work parties could be formed temporarily to supply some of these needs, and if existing work parties would give the Scottish Women's Hospitals some additional help.

Serbian Prisoners of War Fund.

EIGHTH LIST.

	£	s.	d.
Forward as per list to October 11th, 1917	242	17	3
Further donations received to November 29th, 1917 :—			
Miss Cunningham	1	1	0
A Friend, per J. M. Barker, Hon. Sec. Scalby W.S.S. ...	10	0	
Miss Dorothy Giles...	1	0	0
*Per Miss M. C. Morrison, Hon. Treas. Glasgow and West of Scotland Joint Com. : "Sel" (£1), "M. B." (5s.)	1	5	0
Dr. Alice Hutchison, per Arch. Menzies and White	30	0	0
Collection taken at meeting addressed by Dr. Alice Hutchison in the Corn Exchange, Berwick-upon-Tweed, per J. W. Carmichael, Esq., Hon. Treas. Berwick Patriotic Fund	6	15	10
*The Misses Robertson	1	0	0
	£284	9	1

THEOSOPHICAL SOCIETY in England and Wales

CHRISTMAS EVE, DECEMBER 24th, at 6 p.m.

The Audience are asked to be in their places punctually at 6 p.m.

STEINWAY HALL (Lower Seymour Street)

PUBLIC LECTURE by MR. D. N. DUNLOP

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Reading from the Christian Scriptures by Mr. H. BAILLIE WEAVER. Music by Mr. Arthur Beckwith's Trio, Dr. Harold E. Watts, and Choristers

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Children's Play "Paddly Pools," by Miles Malleson, and Operetta "Cock Robin" each day.

CONCERT Saturday, 8 p.m. Russian Dances, Mlle. Katya; Violinist, Edward Soermus. Songs by Mr. Grishin and Miss Irene Bouvier. Glees by London College of Choristers.

Exhibition of Old London Pictures, China, &c.

Cockney Games and delicacies.

Admission—Two days' tickets, 1s. (including tax); one day ticket, 8d.; Evening ticket, 5d.

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What Some of our Societies are Doing.

The West Dorset Women's Suffrage Society held a meeting of members on Friday, November 30th. It was reported that during the past eighteen months the Society, co-operating with other societies in the town, had financed and arranged for three public lectures—on Women's Work in War Time, on Poland, and on Serbia, and had helped by means of a jumble sale to raise £15 8s. in aid of the Women's Hospitals abroad. The great loss of Dr. Elsie Inglis was sympathetically mentioned. In view of the fact that the Reform Bill had not yet passed the House of Lords, it was decided that the Society should remain in being, and that the discussion of future possible activities should be *in camera*. Members were advised to look up their voting qualifications before the next meeting, early in the New Year.

Winchester.—On Friday, November 30th, the first of a series of meetings, which have been organised to give information and advice to women on the new duties and responsibilities that the Representation of the People Bill will impose on them, was held in Winchester. Mrs. Hudson Lyall was the speaker, and her subject "Women as Citizens: Their Powers and Responsibilities." Mrs. Lyall explained very clearly the clauses giving to women the Parliamentary and Municipal vote, and pressed upon her hearers the duty of registering themselves as voters as soon as the Bill became law. The need of women on Town Councils and public bodies generally was strongly urged, the value of their experience in the home being so important in such questions as Housing, Education, Infant Welfare, &c. In conclusion, Mrs. Lyall spoke eloquently of the profound responsibilities that might fall upon women at the next Parliamentary election.

The Mayor of Winchester was upon the platform, and proposed a vote of thanks to the speaker. His experience, he said, during the last three years, on the Committees of which women had made part, had shown him the value of their help, many of the most businesslike suggestions having come from women. The vote of thanks was seconded by the Rev. J. Cairns, Vicar of St. Bartholomew's, Winchester, who remarked that one great advantage of the entry of women into public bodies would be, he was sure, that they would not tolerate the long delays and dilatory policy which so often marked the action of men.

The next meeting is to be held in January, 1918, when Mrs. Ogilvie Gordon will speak on "The Training of Young Citizens." The meetings are being organised by a Joint Committee from the Winchester Branches of the N.U.W.S.S., the N.U.W.W., and the Women's Co-operative Guild.

Rotherham.—On November 7th a successful meeting was held in the Temperance Hall, when Miss Ford was the speaker. The chair was taken by Mr. Maclagan, who spoke of the contribution women will make to the international movement. Miss Ford said the Chairman had just given the right lead which enabled her to deal with the new responsibilities of women from the civic, national, and international standpoints. The meeting was very sympathetic, and several people joined in the discussion following Miss Ford's speech.

On November 17th a Jumble Sale was held; very little jumble had been collected, as members and friends explained to all jumble beggars, they themselves had now to wear jumble, but over £3 was cleared.

The Society is holding monthly meetings, and is this week discussing the suggestions for the future of the N.U.W.S.S.

The Society took part in the Conference to discuss the New Responsibilities of Women,

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N.U.W.S.S.

THE 1917 FRANCHISE FUND.

I enclose Donation of £ : s. d.

Name _____
(Mrs., Miss, Esq., or other Title.)

Address _____

All Cheques and Postal Orders should be crossed "London County and Westminster Bank, Victoria," and made payable to: The Hon. Treasurer, National Union of Women's Suffrage Societies, Evelyn House, 62, Oxford Street, W. 1.

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convened by the Sheffield Women's Societies, and was able to beat up several Rotherham Trade Unions and other organisations to send representatives to this Conference. The Rotherham N.U.W.S.S. is holding up its head, thanks almost entirely to the Secretary's tremendous efforts during these years of war.

BRIGHTON AND HOVE.—At a meeting at the Sussex Pioneer Club, on November 23rd, Mrs. Fisher was good enough to address a meeting of members on the Future of the N.U.W.S.S. Mrs. Jones, wife of the Bishop of Lewes, presided over a crowded gathering, and after the discussion which followed Mrs. Fisher's sketch of the matters which will be before the Annual Council, the Hon. Secretary (Miss Merrifield) gave an account of the beginnings in Brighton of a Women Citizens' Association, whose objects are: (1) To foster the sense of citizenship in women; (2) To encourage self-education in civic and political questions. The decision to form a W.C.A. had been taken by our members at two meetings, kindly addressed by Mrs. Stocks on October 17th. The inaugural meeting of this Association was held in Lewes Road Ward on November 27th, when about fifty were present, thirty-five signified their intention to join, and a Committee and officers for the ward were elected. A Central Committee for Women Citizens' Associations has been formed by the addition to a Suffrage Sub-Committee of official or unofficial representatives of other women's organisations. Members of the British Women's Temperance Association, Women's Co-operative Guild, and Railway Women's Guild are helping very actively. We owe a great debt to Headquarters for lending us Miss Hilston as organiser. Next week a Women Citizens' Association is to be started in the adjoining (Preston) ward, and the Lewes Road Ward Committee have already secured a speaker for a members' meeting on January 2nd.

CAMBRIDGE.—A largely attended meeting took place at Cambridge on December 4th, when Miss Geraldine Jebb, lecturer in Economics at Newnham College, gave an address on "Careers for Educated Women." Mrs. Heitland, from the chair, spoke of the present encouraging position of the Representation of the People Bill, and congratulated members on the passing of the clause giving the municipal vote to married women. The other more contentious point of giving the vote to University women of Oxford and Cambridge, who had not yet been granted degrees, would probably be solved in time by the action of the Universities themselves.

Mrs. Vulliamy then made a brief speech on Food Economy, in accordance with a promise made to the Food Controller that the subject should be mentioned at every meeting. She mentioned that there were in Cambridge ten or twelve women on the Food Control Committee.

Miss Jebb said that the two professions of teaching and nursing still remained the most available for women. Of the others, the legal profession was absolutely closed, the medical was still predominantly male, and the higher posts of the Civil Service were entirely closed to women before the war. She then proceeded to sketch the present position of women in the Civil Service, which was the main theme of her address, showing that, though this had been considerably improved, the competitive examinations for Class I. were still closed to women—as also the higher administrative posts. Numerically the position of women had improved. There were now 105,000, as against 60,000 women employed before the war in the Post Office, and 7,000, as against 4,000, in other second division posts. She thought women should aim at being admitted to the examinations for the first division clerks in the Colonial, Foreign Office, &c., and especially in the Treasury. Other openings were those of inspectors of factories, and of schools under the Board of Education, and welfare workers, who would probably be increasingly demanded after the war, health workers, hospital almoners, and actuaries. She urged women to train themselves to a higher standard of work, and especially of accuracy, and to avoid "sloppiness." When all was said, it was probable that teaching would continue to absorb the largest number of women. There was now a shortage of teachers and a tendency for salaries to be raised, and the profession involved human interest, which was wanting in many of the more highly-paid clerical posts. From the patriotic point of view, it was highly desirable that a large number of women should take up teaching.

A collection, amounting to 11s. 1d., for the 1917 Franchise Fund was taken after the meeting.

Forthcoming Meetings (N.U.W.S.S.)

DECEMBER 14.

London Society—Annual Meeting at the Caxton Hall, Westminster. 4.30 p.m.
Executive Committee "At Home" to Members to meet Mrs. Henry Fawcett. 3.30 p.m.

DECEMBER 16.

Birmingham—East Birmingham Labour Church—Miss Orange, Mrs. Ring. 7 p.m.

DECEMBER 20.

Birmingham—Planet Offices—"The Future of Women in Politics," Mrs. Ring. 7.30 p.m.

Items of Interest.

WORKERS AT HOME.

Interesting evidence was obtained towards the end of last month by the Local Government Sub-Committee on Plans of the Buildings and Construction Committee which was recently appointed to consider house-building after the war. The evidence was taken from Mrs. Baker and Dr. Phillips, who expressed what they believed to be the feelings of the average working woman. If their belief is correct, the average working woman has a very clear idea of the type of house she wants. It is to be a two-floored cottage, cheerful to look upon, with a fence in front and a gate. The garden is to be at the back and also fenced and gated—a safe playground for the children. There must be a living-room with a range, a parlour, a kitchen-scullery with a gas-stove, and three bedrooms. The bath-room, of course, must have hot and cold water duly laid on. This is the kind of home our working women want, and their demands do not seem exacting. The one thing working women do *not* want is an increase of tenement buildings.

COMMUNAL KITCHENS.

An experiment at Reading has shown how a communal kitchen can be made to pay. After allowing for all expenses and for depreciation, an average week's accounts show an estimated profit of £1 9s. 2d. The story of this enterprise is told in a pamphlet written by Mr. F. W. Marsh, Meals Superintendent to the Reading Education Committee (with a foreword by Lady Askwith), obtainable from the office of the Reading Education Committee at 3d. post free.

There is no waste in the Reading kitchen. Vegetables are thoroughly cleaned, and the parings and peelings are minced and used for soup and faggots. Fats are very carefully used.

MILK FOR THE BABIES.

It is stated that Lord Rhondda is considering representations that have been made to him with regard to securing a supply of milk for children. Various Food Committees have asked the Food Controller to prohibit the sale of milk in restaurants and similar places to adults except on a doctor's certificate. It is pointed out that though there is a shortage of milk, many able-bodied men drink glasses of hot milk in the dairies in the business parts of the City, while mothers find it difficult to get enough milk for their little children.

"POLITICIANS IN PETTICOATS."

Condoling with women on the unfairness of forcing civic responsibilities upon them at this time of upheaval and uncertainty, the *Anti-Suffrage Review* is very sorry also for the men. "We shall want," it says, "after the war to compensate for our losses healthy and faithful wives and skilled and tender mothers, not shrewish spinsters and wrangling politicians in petticoats."

Society for the Assistance of Ladies in Reduced Circumstances.
Under Royal Patronage.
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I must plead more earnestly than ever before for liberal Christmas gifts of money.
They will be greatly appreciated this year, owing to the high prices of food. We want all our Ladies to be remembered.
Large and small gifts will be gratefully received by the
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VALKASA
THE TONIC NERVE FOOD.
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SECONDARY TRAINING DEPARTMENT.
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(Continued on page 452

Continued from page 451]

LADY, having Hostel for Girls (boys till 11) attending good Grammar School, will have several vacancies after Christmas. Happy home life; terms moderate.—Mrs. Pyke, Riverside, Ware.

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THE MANCHESTER LIBERAL FEDERATION, 45, Fountain-st., require the services of an educated, experienced woman as Organiser to the Federation. She will be required to devote her whole time to the work. State qualifications and experience.—Address Acting Hon. Secretary.

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